

United States Government

Department of Energy
(DOE)

memorandum

DATE: **MAY 12 2003**
REPLY TO:
ATTN OF: 03-ORP-058 Chairman, Federal Technical Capability Panel
SUBJECT: QUARTERLY REPORT ON FEDERAL TECHNICAL CAPABILITY PANEL (FTCP)
TO: Distribution – See Attached:

This Quarterly Report on the FTCP contains information on the status of qualifications in the Technical Qualification Program (TQP), technical skill gaps, availability of positions at U.S. Department of Energy (DOE) closure sites, and status of DOE technical interns.

Attachment 1 provides the Status of Qualifications in the TQP. The DOE goal is to exceed a 75% fully qualified rate for all personnel in the TQP. Currently, the DOE qualification rate is 74.8%, and 11 of 21 offices meet the 75% qualified goal. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. Of the 21 Offices, nine have no overdue personnel in their TQP qualifications. DOE Headquarters (HQ) Program Offices, and Field and Area Offices that do not meet either of their DOE TQP goals will identify a 90-day goal and a projection for reaching 0 overdue and/or 75% fully qualified.

Attachment 2 provides the Status of Filling Technical Skill Gaps as of March 31, 2003. These gaps were identified in the FTCP report, "Analysis of Safety System Federal Staff Expertise and Availability," dated January 24, 2002. The report identified a total of 30.05 Full Time Equivalent (FTE) gap positions that are needed to provide necessary and sufficient oversight of contractor safety systems. The current gap is 11.5 FTEs. Sites are encouraged to continue to reduce the gaps by using available technical personnel from closure sites, sites that have additional Subject Matter Experts, and by supplementing their staff either with new hires or with personnel from HQ and Albuquerque offices.

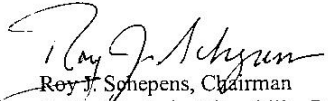
Attachment 3 provides the Availability of Technical Positions at Closure Sites as of March 31, 2003. The purpose of this information is to show personnel/technical positions at the Ohio and Rocky Flats Field Offices that are becoming available to the rest of DOE. The FTCP functions to assist sites in establishing agreements or processes by which persons in these technical positions are identified with sufficient lead time and can be transferred to other site

Attachment 4 provides the status of DOE technical interns. The 2003 FTCP Annual Plan (Action 1.1) commits the FTCP to monitor the status of the technical participants in the DOE intern program and survey HQ and field offices concerning the effectiveness of the DOE technical intern program. This table was developed to help monitor the status and effectiveness of the programs.

MAY 12 2003

Attachment 5 has been added to the report, to portray more visibly the information on the status of qualification and technical skill gaps in the TQP.

If you have any questions or comments, please contact me, (509) 376-6677.


Roy J. Schepens, Chairman
Federal Technical Capability Panel

Attachments (5):

1. Status of Qualifications in the TQP
2. Status of Filling Technical Skill Gaps
3. Availability of Technical Personnel
at Closure Site Offices
4. Status of DOE Technical Interns
5. Status Information Slides

cc w/attachs:

Administrator, National Nuclear Security
Administration
Under Secretary for Energy, Science and
Environment
Federal Technical Capability Panel Agents
S. J. Coleman, INNOV

MAY 12 2003

Distribution:

Assistant Secretary for Environmental Management
Assistant Secretary for Environment, Safety and Health
Deputy Administrator for Defense Programs, NNSA
Associate Administrator for Facility and Operations, NNSA
Director, Office of Science
Director, Office of Nuclear Energy, Science and Technology
Deputy Secretary

Manager, Carlsbad Field Office (CBFO)
Manager, Chicago Operations Office (CH)
Manager, Idaho Operations Office (ID)
Manager, Nevada Site Office (NSO)
Manager, Oak Ridge Operations Office (OR)
Manager, Livermore Site Office (LSO)
Manager, Office of River Protection (ORP)
Manager, Ohio Field Office (OH)
Manager, Richland Operations Office (RL)
Manager, Rocky Flats Field Office (RFFO)
Manager, Savannah River Operations Office (SR)
Manager, Savannah River Site Office (NNSA)
Manager, Y-12 Site Office (YSO)
Manager, Pantex Site Operations (PSO)
Manager, Kansas City Site Office (KCSO)
Manager, Sandia Site Office (SSO)
Manager, Los Alamos Site Office (LASO)
Manager, Fernald Environmental Management Project (FE)
Manager, Mound Environmental Management Project (ME)
Manager, West Valley Demonstration Project (WVDP)

Status of Qualifications in the Technical Qualification Program (TQP)

March 31, 2003

Update Frequency: Quarterly

Office	Number of People in the TQP	Number Fully Qualified	Number Overdue	Percent Fully Qualified	75%	Comments
National Nuclear Security Administration (NNSA)						
Kansas City Site Office	32	28	1	88%	●	Projects 84% completion by June 2003.
Los Alamos Site Office	52	34	6	65%		Projects 75% completion by December 2003.
Livermore Site Office	37	6	8	16%		
Nevada Site Office	92	74	0	80%	●	
Pantex Site Office	51	31	0	61%		Projects 78% completion by June 2003.
Savannah River Site Office	15	11	0	73%		No 75% projection provided.
Sandia Site Office	40	18	3	45%		Projects 65% completion by June 2003.
Y-12 Site Office	64	42	2	66%		Projects 81% completion by June 2003.
NNSA Headquarters	89	57	14	64%		Projects 100% completion by June 2003.
NNSA Service Center	62	36	6	58%		Projects 89% completion by June 2003.
NNSA Totals	534	337	40	63.1%		
Environmental Management (EM)						
Carlsbad Field Office	9	8	0	89%	●	
Idaho Operations Office	117	104	0	89%	●	
Ohio Field Office	89	89	0	100%	●	
Office of River Protection	81	64	0	79%	●	
Richland Operations Office	131	122	0	93%	●	
Rocky Flats Field Office	80	71	1	89%	●	
Savannah River Ops. Office	212	168	4	79%	●	
EM Headquarters	21	10	1	48%		Projects 75% completion by September 2003
EM Totals	740	636	6	85.9%	●	
Others						
Chicago Operations Office	18	17	0	94%	●	
Environment, Safety & Health	65	64	1	98%	●	Projects 100% completion by June 2003
Oak Ridge Operations Office	201	111	18	55%		Projects 75% completion by December 2003
DOE Total	1558	1165	65	74.8%		
DOE GOALS	-	-	0	75%		

Status of Filling Technical Skill Gaps

March 31, 2003

Update Frequency: Quarterly

SKILL GAPS IN EACH TECHNICAL AREA (Numbers Represent FTEs)																
OFFICE	Mechanical Engineer		Electrical Engineer		Instrumentation & Control		Criticality Safety		Fire Protection		Civil, Structural Engineer & Natural Phenomena		Radiation Protection		TOTAL GAPS	
	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current
NNSA Site Offices																
LASO	1.5	1.5	1	1	1	1	1	1	1	0	0.5	0	1	1	6.5	5.5
LSO	1.75	0.5	0.5	0.5					1.5	0					4.25	1
PXSO	1.7	0	1	1					0	1					2.7	2
SSO	1	1	0.9	0.1	0.1	0.9									2	2
YSO			0.5	0	0.5	0	2	0	2	0			0	1	5	1
EM Site Offices																
ORP	3	0	1	0	2	0			1	0					7	0
RL	1	0	0.3	0					1	0					2.3	0
RF	0.3	0													0.3	0
DOE Totals	10.25	3	5.2	2.6	3.6	1.9	3	1	6.5	1	0.5	0	1	2	30.05	11.5

"Original" column represent gaps described in the report, "Analysis of Safety System Federal Staff Expertise and Availability," dated January 24, 2002.

Notes/Status:

LASO:

additional safety system oversight personnel (a maintenance engineer and an occupational safety engineer). LASO initiated actions to fill these positions and expects to have vacancy announcements issued by June 2003.

LSO: LSO has a gap of 1.0 FTE. Based on the staffing analysis for LSO's recently completed managed staffing plan, the gap was reduced to 1.0 FTE. This position will be advertised as a "System Engineer", thus the gap is shown as 0.5 FTE for both ME and EE on the Table above. The position will be announced in May 2003.

PXSO:

prepared. PXSO initiated actions to fill these positions and expects to have vacancy announcements issued by June 2003.

SSO: SSO has a gap of 1.98 FTEs. SSO selected a mechanical engineer who is being developed into a subject matter expert. SSO plans to hire an electrical engineer. SSO has initiated actions to fill this position and expects to have a vacancy announcement issued by September 2003.

YSO: YSO re-evaluated its staffing needs and determined that previously-reported gaps can be covered by existing staff; therefore, these gaps no longer exist for YSO. Also, the Radiation Protection position was recently vacated, leaving a Technical Skill Gap. YSO is in the process of back-filling this position.

RL: Final FTE (Fire Protection SME) was hired in March and reported to work in April 2003. No gaps remaining.

Availability of Technical Positions at Closure Site Offices

March 31, 2003

Update Frequency: Quarterly

Closure Site Office Functional Areas	Number of Positions	Dates by Which Positions Become Available to Rest of DOE *
<u>Rocky Flats Field Office</u>		
Environmental Compliance	6	2005
Environmental Restoration	5	2005
Facility Representative	4	2005
Industrial Hygiene	2	2005
Nuclear Safety Systems	3	2005
Occupational Safety	3	2005
Project Management	7	2005
Quality Assurance	3	2005
Radiation Protection	2	2005
Senior Technical Safety Mgr.	5	2005
Site Infrastructure	4	2005
Transportation and Traffic Mgmt.	1	2005
Waste Management	3	2005
RFRO Total	48	
<u>Ohio Field Office</u>		
Chemical Processing	1	10/01/03
Emergency Management	1	10/01/05
Environmental Compliance	2	10/01/04
Environmental Compliance	1	10/01/05
Environmental Compliance	1	03/31/06
Environmental Compliance	1	10/01/06
Environmental Restoration	2	10/01/04
Environmental Restoration	1	10/01/05
Environmental Restoration	2	10/01/06
Environmental Restoration	2	10/01/07
Facility Maintenance Mgmt.	1	10/01/04
Facility Representative	2	10/01/04
Facility Representative	3	10/01/05
Facility Representative	3	10/01/06
Facility Representative	2	10/01/07
Fire Protection	1	10/01/07
Industrial Hygiene	1	10/01/05
Nuclear Safety Systems	2	10/01/05
Occupational Safety	2	10/01/04
Project Management	1	10/01/03
Project Management	5	10/01/04
Project Management	4	10/01/06
Project Management	1	10/01/07
Quality Assurance	1	10/01/04
Quality Assurance	1	10/01/05
Radiation Protection	1	10/01/05
Radiation Protection	1	03/31/06
Radiation Protection	1	10/01/06
Safeguards and Security	3	10/01/04
Senior Technical Safety Manager	2	10/01/03
Senior Technical Safety Manager	2	10/01/04
Senior Technical Safety Manager	1	12/31/04
Senior Technical Safety Manager	5	10/01/05
Senior Technical Safety Manager	2	10/31/06
Technical Training	1	10/01/04
Waste Management	1	10/01/04
Waste Management	1	10/01/05
Waste Management	1	10/01/06
Waste Management	1	10/01/07
OH Total	67	

* 2006 is the nominal closure year for each site. The closure sites are in an ongoing process of refining their staffing analyses and the dates for which positions will become available to other DOE sites. For further information, contact Nat Brown (937) 865-5051 at the Ohio Field Office or Steve Tower (303) 966-2133 at the Rocky Flats Field Office.

Status of DOE Technical Interns

March 31, 2003

Update Frequency: Quarterly

Attachment 4

2000 Class - Technical Leadership Development Program

Office	Major	University/College
EE Golden	MS, Civil Eng	U of Illinois
	BS, Civil Eng	U of Pittsburgh
EM Richland	MS, Safety & Environmental Management	W. Virginia U
	MS, Forestry	U of Montana
	M.E. Chemical Eng	U of Idaho
EM Savannah River	MS, Industrial Studies/Safety	Middle Texas State U
FE	MS, Mechanical Eng	California State U
	PhD, Fuel Science	Pennsylvania State U
NNSA KCSC	MS, Eng. Management	U of Kansas
	MS, Construction Management	Florida International U
NNSA LASO	MS, Physics	Craigton U
NNSA LSO	MS, Mechanical Eng	CA State U, Sacramento
NNSA PXSO	BS, Civil Eng; MS Safety & Enr Mgt	West Va U
NNSA SSO	BS, Chemical Eng	Texas A & M
NNSA SSO	MS, Environmental Eng	New Mexico State U

Total Class = 15

2001 Class - Technical Intern Program

Office	Major	University/College
EM Savannah River	BS, Computer Eng	U of S. Carolina
	BS, Chemistry	S. Carolina State
	BS, Chemical Eng	U of S. Carolina
	BS, Mechanical Eng	U of S. Carolina
	BS, Chemistry	S. Carolina State
	BS, Computer Eng	U of S. Carolina
NNSA LASO	MS, Environmental Eng	New Mexico State
	BS, Civil Eng	U of New Mexico
	BS, Geological Eng	New Mexico State
NNSA PXSO	BS, Civil Eng	Southern U
NNSA SRS	BS, Mechanical Eng	U of S. Carolina
	BS, Electrical Eng	U of S. Carolina
NNSA SSO	BS, Mechanical Eng	U of New Mexico
	BS, Civil Eng	New Mexico State
SC Oak Ridge	BS, Environmental Science/Natural Resource Management	Tuskegee U

Total Class = 15

2002 Class - Career Intern Program

Office	Major	University/College
HQ Fossil Energy	BS, Engineering	tbid
HQ Mgt, Budget, & Evaluation	MBA/BS Accounting	Frostburg State
	BS, Business Administration	Old Dominion
	BS, Accounting	Barton College
NNSA KCSC	BS, Mechanical Engineering	New Mexico Tech.
	BS, Mechanical Engineering	Saint Louis Univ.
NNSA LASO	MS, Civil Engineering	New Mexico State
NNSA PXSO	BS, Electrical Engineering	U of Las Vegas
NNSA SSO	BS, Electrical Engineering	New Mexico Institute
NNSA SSO	BS, Mechanical Engineering	New Mexico State
NNSA Service Center	BS, Electrical Engineering	U of New Mexico

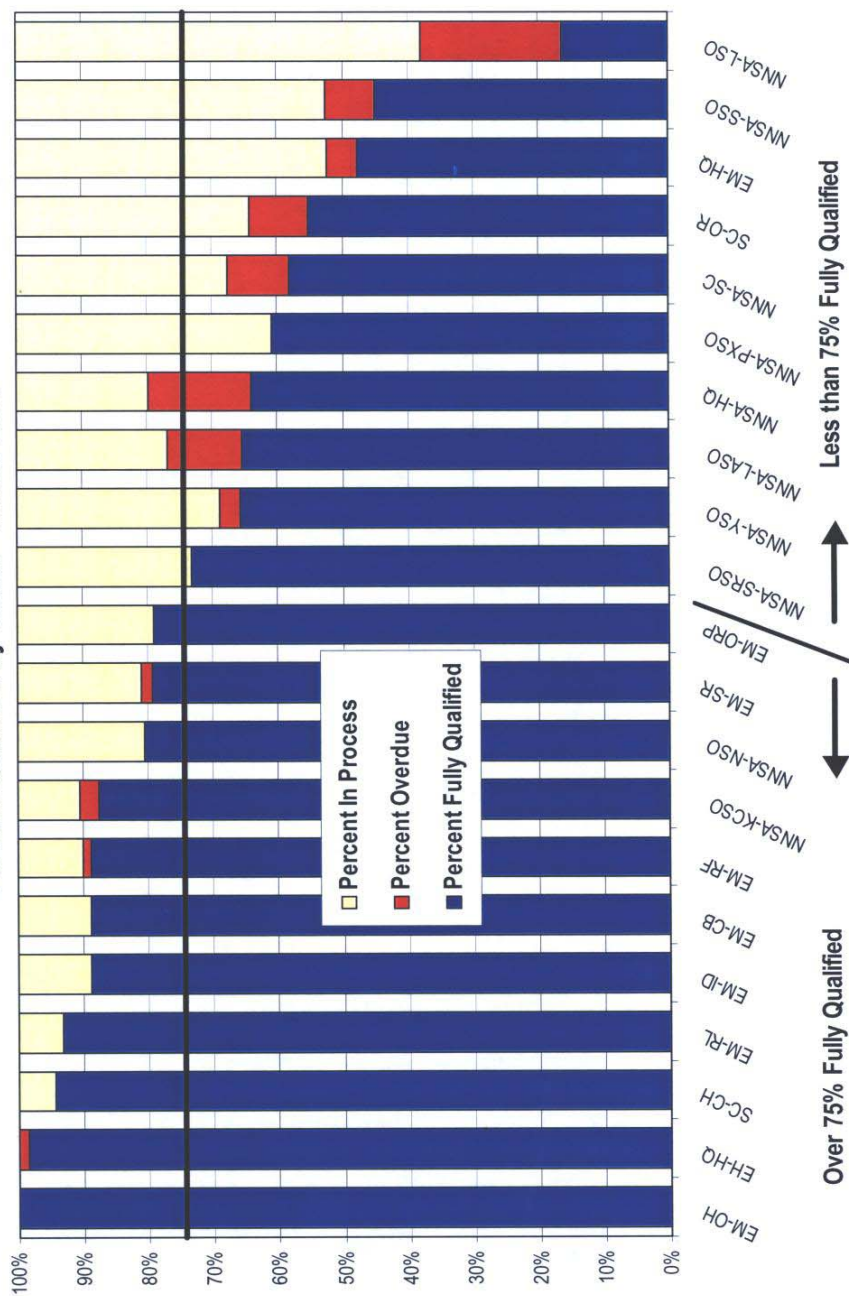
Total Class = 11

Summary Information

Total Number of Interns	41
Total DOE Offices Participating	13
Field Sites	11
HQ Program Office	2
Experience Levels	Number
Three or More Years	20 (49 %)
Recent Graduates	21 (51 %)

Number of Universities/Colleges	27
Doctorates	1 2%
Masters	14 34%
Bachelors	26 63%
Different Degrees being Pursued	# people
Mechanical Engineering	8
Civil Engineering	7
Environmental Engineering/Mgmt.	5
Electrical Engineering	4
Chemical Engineering	3
Chemistry	2
Computer Engineering	2
Business Administration	2
Accounting	2
Other Degrees	8
Total Degree Types being pursued	17

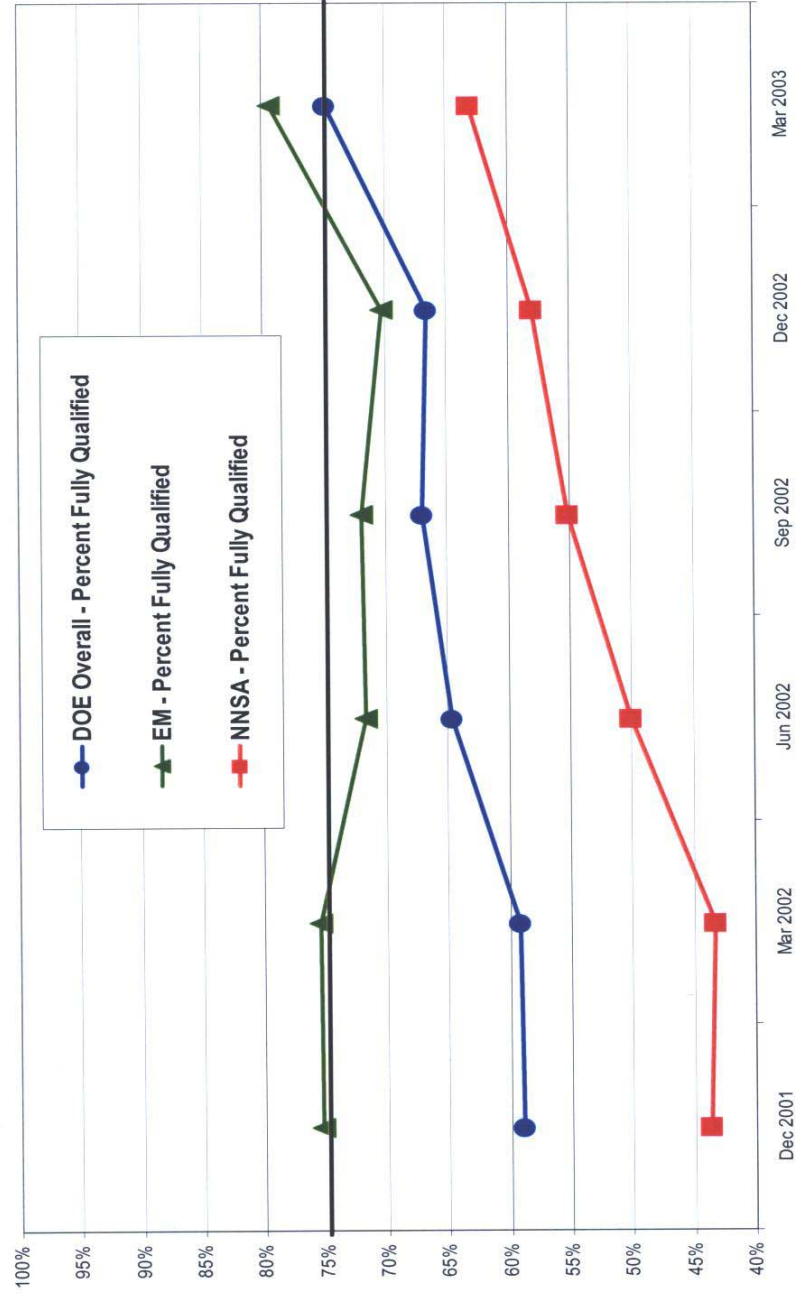
Percent Qualified by Office - March 2003



Less than 75% Fully Qualified

Over 75% Fully Qualified

DOE Trend on Technical Qualification - March 2003



DOE Trend on Overdue Qualifications - March 2003

